

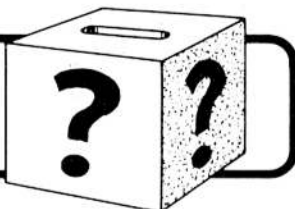
NUCLEAR DIVISION NEWS

A Newspaper for Employees of the Nuclear Division, Union Carbide Corporation

Vol. 6 — No. 5

March 6, 1975

QUESTION BOX



If you have questions on company policies, benefits, etc. or any other problems with which we might help, just let us know. Drop your inquiry to the Editor, **Nuclear Division News**. (Or telephone it in to your plant news representative.) You may or may not sign your name. It will not be used in the paper.

Questions are referred to the proper authorities for accurate answers. Each query is given serious consideration for publication.

Answers may be given to employees personally if they so desire.

QUESTION: In the latest issue of Carbide World it states that the fixed income fund in Personal Investment Accounts for 1975 has an interest rate of 8.55%. In a letter of January 3, 1975, issued by R.A. Winkel, it says 8.35%. Which is correct?

ANSWER: Metropolitan advised UCC in December 1974 that the guaranteed effective annual interest rate for the Fixed Income Fund would be increased in 1975 from the prior 7.75% to 8.35%. This information was transmitted in Mr. Winkel's January 3 letter.

Metropolitan later advised UCC, in late January, that the guarantee was being improved even more, from 8.35% to 8.55%.

This change is reported elsewhere in this issue of the **Nuclear Division News** in the article which lists the recent unit values for the investment options in the Savings Plan-Personal Investment Account.

QUESTION: How many days of personal leave is an employee allowed before he is docked on his raise time? My supervisor won't say.

ANSWER: It is Company policy to excuse an employee from work for extenuating personal circumstances such as death or serious illness in the immediate family, appearance in

court as a witness other than for the Company or the ERDA, or any circumstances which in the opinion of a supervisor warrants an excused absence.

Time between salary increases is determined by the supervisor. Performance, attention to assignment, and attendance are some of the factors considered. Time between increases is normally extended for accumulation of absences in excess of one month.

QUESTION: Is it true that division directors are being appointed for periods of five years? If so, what date will be used in figuring these five years? Will it be five years from 1974 or will other years count toward the five years?

ANSWER: Holifield National Laboratory's new policy regarding the appointment of division directors applies only to basic research divisions, not the engineering-oriented, administrative, service and operating divisions. It is applicable at this time only to the three directors who have been appointed since January 1974. The five-year term starts from the date of appointment. The policy allows for a renewable term up to five years if this is desired by both the Laboratory Director and the basic research director involved.

QUESTION: Has the idea of having "spouse visitation day" in the Nuclear Division been considered by management? I read recently that it had been successfully tried at one Union Carbide installation.

ANSWER: "Family Day" programs have been held several times at the National Laboratory facilities. Similar activities at the other Nuclear Division facilities have been limited because of security problems at these locations. We are exploring the possibility of holding "Family Day" programs at the other facilities.

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2nd in series

Vacation costs add big chunk to payroll dollar

This is the second in a series of articles designed to show employees how much per payroll dollar Union Carbide Corporation spends for the various benefits for employees and how you can determine the cost of your individual benefits.

In our article in the last issue, we compared the Nuclear Division's benefit plans costs in 1973 with those of other Energy Research Development Administration contractors. The 1973 figures were used since comparative figures from other contractors were not available for 1974. Since we have 1974 costs for the Nuclear Division, which are very close to 1973 (36.5 cents in 1974 vs. 36.4 cents in 1973), we will use the latest available experience in the subsequent articles explaining benefit plans cost.

Vacation cost

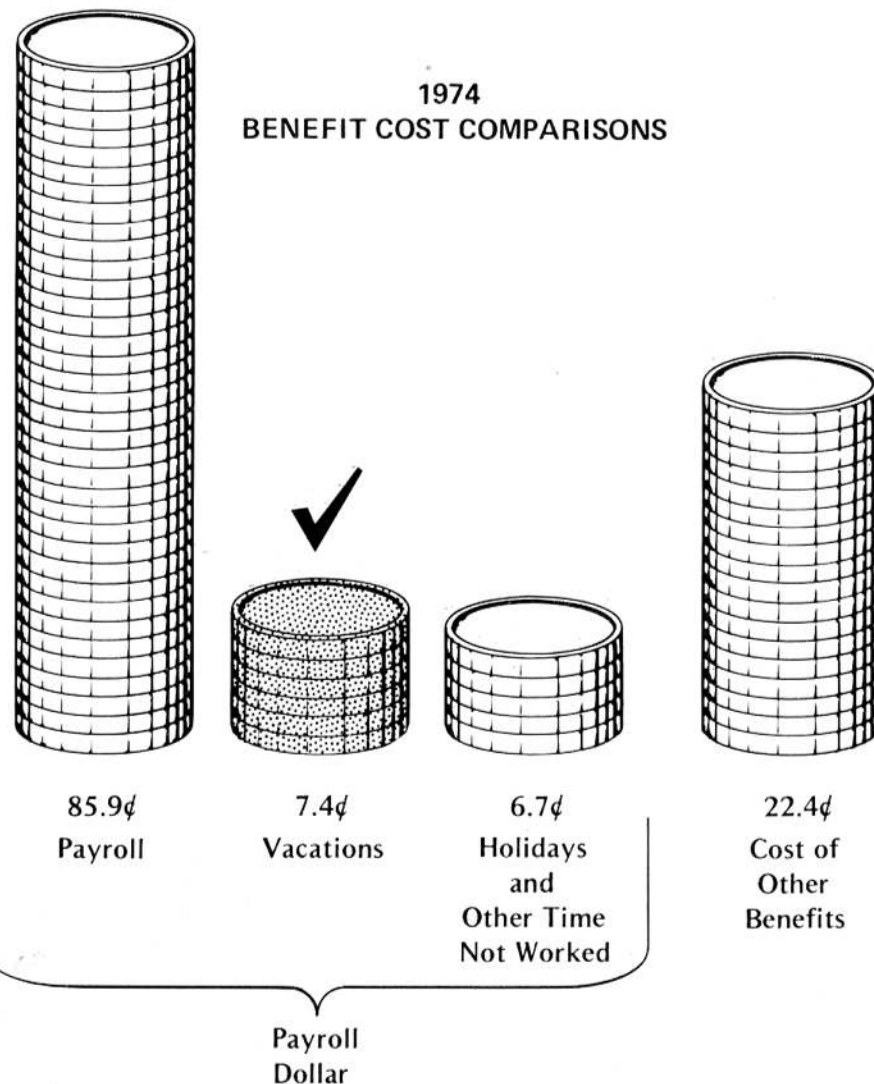
In this article we will consider the cost of the vacation benefit. Em-

ployees who work on a job that has to be filled each day understand that when they are away the Company has to employ someone to do their work. Employees who are not replaced, per se, when they are on vacation are sometimes inclined to think the vacation really doesn't cost anything. If one reaches this conclusion, he or she is really saying that they are being paid for work that is not productive. If the work being done is productive, the cost to the Company is just as real when it is not done as in the case where a direct replacement is required. To put it another way, if each engineering employee has one month's vacation, it will take 12 engineers to do 11 man-years of engineering work.

Since the amount of vacation an employee receives is dependent on the number of years of Company ser-

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1974 BENEFIT COST COMPARISONS



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Area cleared as part of forest management program

Several Nuclear Division employees and local citizens have been curious about the areas of forest land on the ERDA Oak Ridge reservation which have been cleared. Dennis D. Bradburn, forester for the reservation, said that a large portion of the land is being cleared as part of the forest management's basic regeneration program, but some areas have been cleared due to infestation by the southern pine beetle (*Dendroctonus frontalis*).

The southeastern area of the United States is experiencing the worst epidemic of southern pine beetles in its history, mainly because of the mild winters we have had recently. Thousands of short leaf pine trees, native to this area, have been infested by the beetles. Bradburn and his staff, of the Environmental Sciences Division at Holifield National Laboratory, have maintained continuous surveillance of the area to find pine beetle spots. Trees that are infested are cut down as early as possible and harvested or destroyed, depending on the degree of damage the beetles have done.

Growing trees

Growing trees is the business of forest management. According to Bradburn, about 10,000 acres of forest on the Oak Ridge reservation are grossly understocked. These acres exclude land cleared due to beetle infestation. "Understocked" means simply that there is not a desirable quantity of trees per acre of land. A five-year plan to plant desirable hardwood species was developed in 1970. It set as a goal regeneration of from 300 to 500 acres a year. Last year

more than 300 acres were replanted. This year Bradburn plans to replant more than 300 acres also.

"Many people do not understand that 'tree farming' is just like any other type of farming; first the land must be cleared, then cultivated and prepared for replanting," said Bradburn. "The types of trees must be chosen carefully and matched to the site where they are to be planted. This is of particular importance during the pine beetle epidemic. For example, this year much of the land cleared will be replanted with loblolly pine, a species which is not native to this area, but is very resistant to the pine beetle," he said.

The table below shows the species of seedlings which will be planted this year. Planting started February 12 and more than 5,000 seedlings have already been put into the ground.

Areas to be replanted

Some of the areas where these seedlings are being planted are: intersection of Bear Creek and White Wing roads (walnut); McNew Hollow - east side of White Wing Road (sycamore); east fork of Poplar Creek (poplar, birch, sweet gum and ash); and Oak Ridge Turnpike, behind the



MACHINE OPERATION — Bobby Herrill is seated on a tree seedling transplanter which is used most often in planting trees on the reservation. The largest number of trees that can be planted manually is about 2,000 a day per person, while as many as 10,000 a day may be planted using the machine.

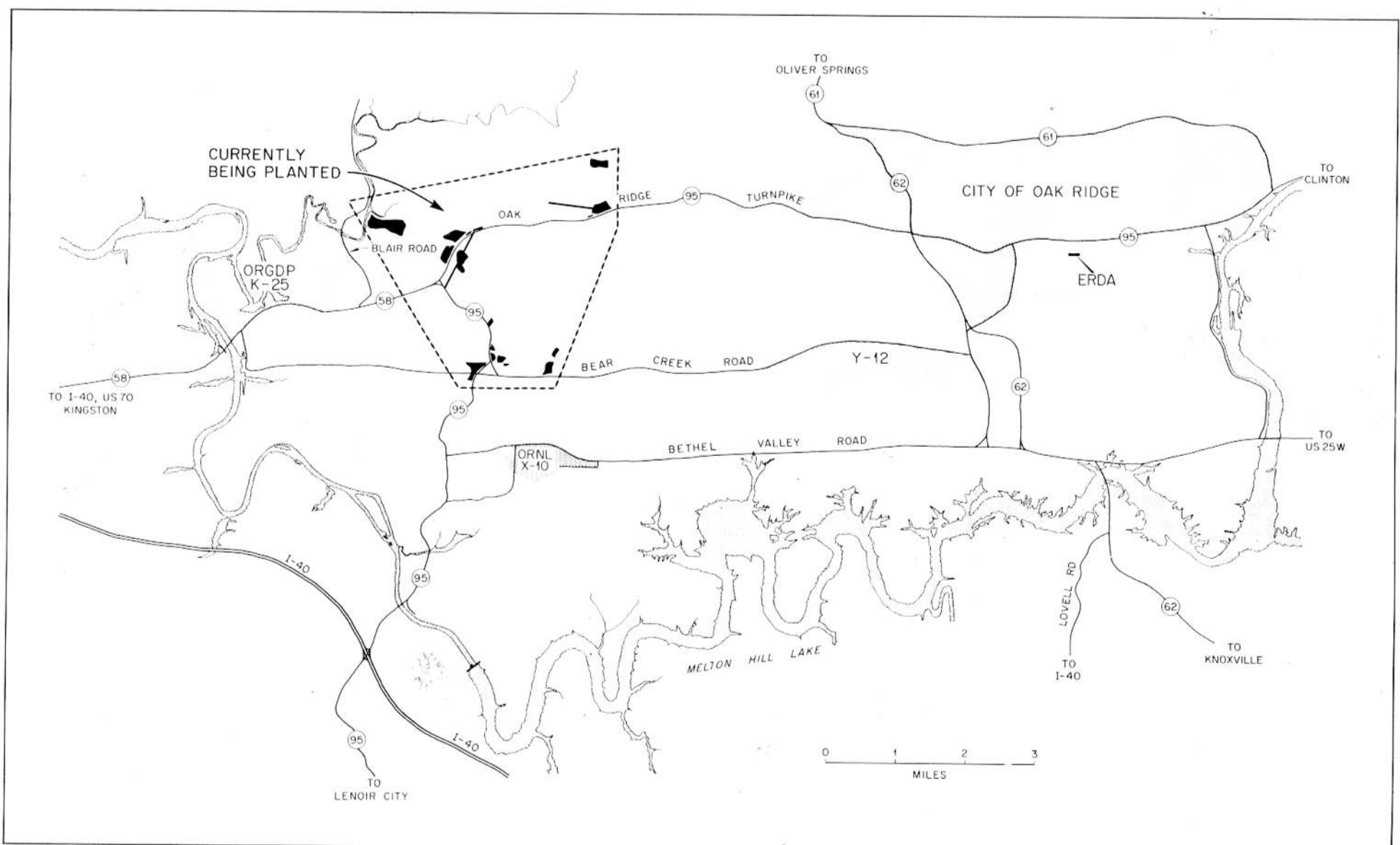
old K-25 Credit Union Building (loblolly).

Bradburn said that one objective of the forest management program is to

maximize the yield and quality of timber. Revenue from sale of the timber is used to offset the cost of the program. "However, ERDA program needs are of higher priorities than are timber production considerations," said Bradburn. The forest provides excellent facilities for long-term ecological research which is conducted by the Environmental Sciences Division and other groups in the area. The creation of new forests also perpetuates the growth and survival

(Continued on page 10)

		Seedlings	acres
(<i>Pinus taeda</i>)	Loblolly pine	150,000	214
(<i>Liriodendron tulipifera</i>)	Tulip poplar	25,000	55
(<i>Juglans nigra</i>)	Black walnut	4,000	9
(<i>Populus deltoides</i>)	Eastern cottonwood	5,000	11
(<i>Fraxinus pennsylvanica</i>)	Green ash	3,000	7
(<i>Betula nigra</i>)	River birch	2,000	4
(<i>Plantanus occidentalis</i>)	Sycamore	2,000	4
(<i>Liquidambar styraciflua</i>)	Sweet gum	5,000	11



Shults gets associate director post, Analytical Chem. Division

The appointment of Wilbur D. Shults as Associate Director of the Analytical Chemistry Division at Holifield National Laboratory was announced recently by James C. White, Division Director.

Shults will have primary responsibility for directing the Division's research and development program.

Shults is a native of Atlanta, Ga. He received B.A. and M.S. degrees from Emory University and his Ph.D. in chemistry from Indiana University.

He joined the staff at the Laboratory in 1951. In 1955 Shults began a two-year tour of duty with the U.S. Army Chemical Corps. Since 1957, he has served in various positions, including Assistant Division Director since 1972. He is also a member of the Coordinator's Steering Committee for the NFS/RANN Ecology and Analysis of Trace Contaminants Program, and serves as coordinator for the Division in the Coal Technology Program.

Shults is the author or coauthor of numerous publications, including four books. He holds two patents. In 1962 he received the USAEC's Special Fellowship for Predoctoral Study.

He is a member of the American Chemical Society, the East Tennessee Analytical Group of ACS, Sigma Xi, Phi Lambda Upsilon and Pi Alpha.



Wilbur D. Shults

Shults is on two panels for the National Academy of Sciences and has served on several ASTM committees. He is currently secretary for the Fellowship Committee, Analytical Division of ACS.

Shults is married to the former Suereta Fagan of Atlanta. They have three children and reside at 1011 West Outer Drive, Oak Ridge.

Christine Travaglini named UCC-ND Manager of Auditing

Christine S. Travaglini, audit supervisor in the Auditing Division, has been named manager of Auditing. She succeeds Gary Riser who recently was appointed superintendent of the finance and budget department at Holifield National Laboratory.

A Certified Public Accountant, Mrs. Travaglini joined the Nuclear Division in 1972 as an accounting trainee and later that year was promoted to an auditor position. She became an audit supervisor in 1973.

She was graduated from The University of Tennessee with a bachelor of science degree in business administration. She joined the UT staff as an accountant in 1971, and also was a part-time associate with Chaffin & Latham.

She is married to Arthur L. Travaglini, Central Accounting, and they have three children. The Travaglinis live at 175 Manhattan Ave., Oak Ridge.



Christine S. Travaglini

PH 75-415

Mrs. DeLozier, Duncan, Martin promotions listed at ORGDP



Mrs. DeLozier

Duncan

Martin

Fran DeLozier, Roy H. Duncan and Gerald L. Martin have been promoted at the Oak Ridge Gaseous Diffusion Plant.

Mrs. DeLozier was named head of the production analysis and reporting section in the operations planning department, Operations Division. This section's functions include the optimization of the separation cascade, monitoring and analysis of cascade performance, engineering studies aimed at performance improvement and reporting services for division and plant management.

She is a chemical engineering graduate from Carnegie-Mellon University, Pittsburgh, and joined Union Carbide in 1972. She is working on her master's degree in engineering administration.

Mrs. DeLozier is married to Randall C. DeLozier, Computer Sciences. They live at 9401 Naraca Drive, Concord.

Duncan has been named a foreman in Fabrication and Maintenance. A native of Lake City, he has been at ORGDP for more than 29 years. He served in the U.S. Army in the Panama Canal Zone.

Mrs. Duncan is the former Dorothy Miles, and they have four children. Their home is at 145 Hamilton Circle, Oak Ridge.

Martin, a native of Clinton, has been promoted to a power operations foreman in the Operations Division.

He is married to the former Judy Ann Foust and they live in the Claxton Community, Route 2, Powell. They have two children.

Degree earned the hard way by Paducah's Kenneth Davis

If you want a degree badly enough, "neither snow, nor rain, nor heat, nor gloom of night" can deter you.

Take Kenneth A. Davis, a health physics technician in the Paducah Gaseous Diffusion Plant, for instance. He began his college work in the Paducah Community College in 1959, and received an associate degree there in 1964. In 1969 he started his work toward a bachelor's degree at Murray State University.

Nothing unusual there, it seems. But Davis worked full-time at the Paducah Plant all the while driving as much as 150 miles a day in order to get his residential hours in, taking evening and Saturday classes for the latter part of his degree.

The crowning accomplishment came recently when MSU awarded Davis a B.S. degree in mathematics with a chemistry minor.

Carbide's Educational Assistance Program really made it possible, Davis attests. It took more than that, too, but he modestly overlooks the perseverance and arduous hours of driving, studying and class attendance.



Kenneth A. Davis

ORGDP SAFETY ENGINEER

Newell D. Barker, who retired from the Oak Ridge Gaseous Diffusion Plant in 1970 as a safety engineer, died February 25 in the Oak Ridge Hospital. A native of Whitwell, Tenn., he had worked at ORGDP more than 27 years before retirement. He is survived by a son, James A. Barker, Director of Employee Relations at the Laboratory, his wife, Thelma Delph Barker; four grandchildren; and a brother. Services were held at Martin's Funeral Home with the Rev. Ben St. Clair officiating, with burial in Oak Ridge Memorial Park.

Personal Investment Account statements

Statements showing each participant's holdings in the Personal Investment Account part of the Savings Plan were mailed earlier this week. The statement shows the status of each account at the beginning and ending of 1974 together with the total changes that occurred during the year.

In addition, a brochure containing a listing of the stocks that make up the investments for the Equity Investment Fund was included with the statement.

Participants who have not received their statement should contact the Benefit Plans Office and request a replacement copy.

Four plant credit unions reflect growth despite economy

Annual meetings for the four Division credit union organizations reported successful operations for the past year, despite the slump in the economy in general.

The Paducah Plant Credit Union posted a rise in membership, and declared a 6.5 percent on savings, as well as a 25 percent refund on interest on loans.

C.O. Easley, guard department, won the \$100 door prize at the late January annual meeting.

Named again to the posts held previously were Robert E. Ligon, president; Jesse M. Knott, vice president and Billy W. Etter, treasurer.

Y-12 board named

Approximately 350 members attended the Y-12 Credit Union to hear another 6 percent dividend declared for the last quarter of the year. Herb Guinn, Nancy Garrison and Harley Orange were elected to three-year terms on the board of directors. Lois Beckett and J. Mullins Petty were named to the credit committee.

Taking the first prize of \$300 in share accounts was V.E. Latham, while C.E. Helfenberger won the \$150 credit.

In a session following the annual meeting Herb Guinn was named president; Tom Stephens, vice president; Mel Koons, secretary; Stone Carr, treasurer; and Nancy Garrison, chairman of the supervisory committee. Harley Orange was appointed security officer.

HNL's 27th meet

The Laboratory Credit Union held its 27th annual meeting with 825 members and their families attending. Highlights of the meeting included the payment of a 7 percent dividend, with an increase of federal share insurance up to \$40,000 per account.

Martha W. Davis, Karl J. Notz Jr., and Ben B. Smith were named to the board of directors. Dvon Brogan,

Paul Hill and Joy Huffstetler were named to the credit committee. New appointees to the educational committee included Gary Lee, John W. Wooten and Vivian A. Jacobs.

Roy F. Pruett was re-elected president; Ward Foster, vice president; Martha Davis, treasurer; and John C. Dougherty, secretary.

ORGDP loans up

The K-25 Credit Union reported success at its 25th annual meeting, declaring a 6 percent dividend for the last quarter of 1974. Individual accounts at K-25 are now insured, also, up to \$40,000.

More than \$2.6 million was loaned to members during 1974, with loan applications up by some 16 percent. Total shares owned by members topped out at more than \$3.9 million.

Re-elected to the K-25 board of directors were Doug Carter, Ewell Thompson and Bert Kelly, all for three-year terms.

FORMER Y-12 CARPENTER

Grady L. O'Kain Sr., a retired Y-12 carpenter, died February 17 in a Knoxville hospital. He retired from Y-12 in 1967. The O'Kain home is at 8107 Burchfield Heights, Oak Ridge. Survivors include his wife, a daughter, five sons, 16 grandchildren, and a sister. Funeral services were held at Weatherford's Funeral Chapel, with burial in Anderson Memorial Gardens.

LABORATORY RETIREE DIES

Frederick E. Littlefield, a former employee of Holifield National Laboratory, died February 15 at a Knoxville hospital. He worked in the Plant and Equipment Division prior to his retirement in 1971. Survivors include his wife, Mrs. Martha Hickman Littlefield, four children, five grandchildren and two great-grandchildren. The Littlefield home is at Route 4, Lenoir City.



LABORATORY CREDIT UNION MEETING — Addressing the annual meeting of the Laboratory Credit Union is Roy F. Pruett, right, president. Other officials at the meeting are, from left, Martha Davis, treasurer; Robert M. Farnham and H. Brooks Graham.



OFFICERS RE-ELECTED AT PADUCAH — The Paducah Credit Union announced the re-election of the above officers for 1975. They are, from left, Billy W. Etter, treasurer and credit union manager; Jesse M. Knott, vice president; and Roger E. Ligon, president.



DOOR PRIZE WINNER — C.O. Easley, guard department at the Paducah Plant, right, receives \$100 as the first door prize at the credit union's annual meeting, from Charles Turok, member of the board of directors. Heather Holiday, daughter of Roy, did the drawing.

Savings Plan-Personal Investment Account

Recent unit values:

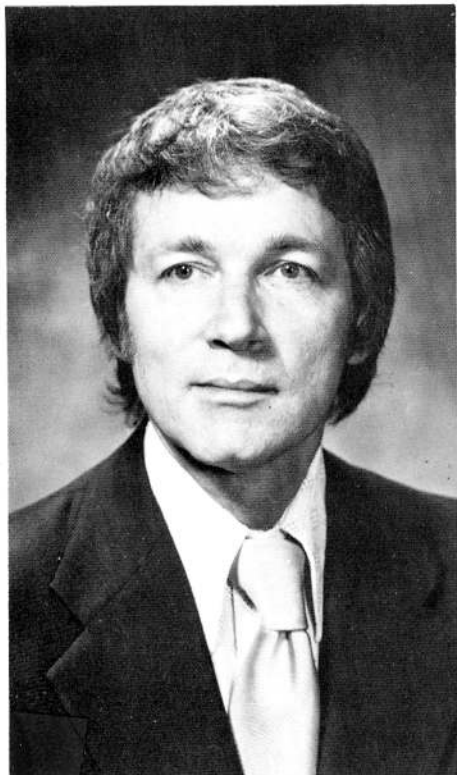
	Fixed Income Fund	UCC Stock	Equity Investment Fund
October 74	10.92	38.41	6.69
November 74	10.98	42.37	6.58
December 74	11.04	40.30	6.43
January 75	11.12	41.81	6.88

Note: Fixed Income Fund unit values reflect interest additions to achieve the guaranteed effective annual interest rate of 7.75% for 1974 and 8.55%* for 1975. Union Carbide stock values are the average cost of stock purchases during the month plus brokerage charges. Equity Investment Fund unit values represent the month-end market value of securities held by the Fund. Dividing the total value by the number of units in the fund establishes the month's unit value - and the price at which new units are added that month.

*In January, 1975, it was reported that the guaranteed effective annual interest rate for the Fixed Income Fund during 1975 would be 8.35%, and that through 1978 it would never be less than 7.50%.

Union Carbide has been advised by Metropolitan Life Insurance Company that these rates again have been revised upward, taking effect January 1, 1975. The new guaranteed effective annual interest rate for 1975 for the Fixed Income Fund will be 8.55%, replacing the 8.35% previously announced. In an additional change, Metropolitan established the guaranteed minimum effective interest rate for the years 1976 through 1978 at 8.55%, replacing the previous guarantee of 7.50%.

The unit value of the Fixed Income Fund reported above for January, 1975, includes interest calculations at the new effective annual interest rate.



Roy E. Thoma



John Papaconstantinou

Thoma, Papaconstantinou named Advancement of Science fellows

Two staff members at Holifield National Laboratory have been elected Fellows of the American Association for the Advancement of Science. John Papaconstantinou, Biology Division, and Roy E. Thoma, Environmental Statements Project, Energy Division, were among 115 members of AAAS who were named to fellowship in 1975.

The AAAS defines a fellow as one "who has produced a body of work on behalf of the advancement of science that is scientifically distinguished or socially highly significant, or both."

Thoma was cited for his "comprehensive characterization of many fluoride systems, and definition of structural and chemical properties of newly identified compounds discovered in these systems."

A native of San Antonio, Tex., Thoma received bachelor's and master's degrees from the University of Texas. He completed additional graduate training in chemistry at the University of Colorado and The University of Tennessee.

Thoma served in the Pacific Theater of Operations of the U.S. Navy during World War II. He taught at Sam Houston State College and Texas Technological College prior to joining the Laboratory staff in 1952.

Thoma has authored approximately 50 research and review papers concerned with high temperature phase equilibria and crystal chemistry of rare earth and actinides elements. He holds four patents related to molten salt reactor technology.

ACS fellow

He is a member of the American Chemical Society, American Nuclear Society, Sigma Xi and the American Ceramic Society. He was elected a fellow of the American Ceramic Society in 1967.

Thoma and his wife, Nancy, reside at 119 Underwood Road, Oak Ridge. They have two sons.

John Papaconstantinou is currently on leave of absence from the Laboratory. He is a visiting professor at the University of Alabama Medical Center in Birmingham, which is known worldwide for its excellence in cancer research. Papaconstantinou's purpose for going there is to learn new techniques for the analysis of the composition, structure and function of membrane-associated molecules to be used in a new cancer research program which he will be involved in at the Laboratory.

Papaconstantinou was cited by AAAS for his "contributions to developmental biology, in particular for his studies on the differentiation of lens cells of the eye."

Awarded fellowship

A native of Philadelphia, Penn., Papaconstantinou received his B.A. and M.A. degrees in biology from Temple University. He received his doctorate in biochemistry from Johns Hopkins University, where he was awarded a departmental research fellowship.

Papaconstantinou later attended Carnegie Institute as a Gertrude Hanline Memorial Postdoctoral Research Fellow of the American Cancer Society. Prior to joining the HNL staff in 1966, he taught at both the Johns Hopkins School of Medicine and the University of Connecticut.

During his tenure at the Laboratory, Papaconstantinou has worked as professor of developmental biology for the UT-Oak Ridge Graduate School of Biomedical Sciences, and is a research professor for the University of Georgia. In 1974 he spent several weeks at the University of Puerto Rico as a visiting professor.

Papaconstantinou holds membership in several professional societies. He was recipient of the AAAS Newcomb-Cleveland Prize in 1964. He currently serves as editor of the Annual Symposia of Society for Developmental Biology.

Papaconstantinou and his wife, the former Eugenia Thalia Mirtsou, have two children.

Standards Institute citation honors Y-12er's contributions

13 1025

The American National Standards Institute, through its Nuclear Technical Advisory Board, has honored Elizabeth B. Johnson, Y-12's criticality studies group.

Mrs. Johnson, began her career in nuclear studies at the SAM Laboratories. She worked at the Oak Ridge Gaseous Diffusion Plant early in its development, and was involved in research on the flow of gases through membranes. She also worked in bulk shielding at the Holifield National Laboratory. Mrs. Johnson holds a B.S. degree from Western Kentucky State College and an M.S. from Vanderbilt University. A native of Kentucky, she taught physics at Vanderbilt.

Her citation from the ANSI, in part, reads:

"Your individual contributions are many and include:

- The continuing secretariat of three standards producing groups, American National Standards Committee N16 and Subcommittees 1 and 8 of the American Nuclear Society Standards Committee, requiring service to the standards effort which has already extended over nearly a decade.

- A technical input to 14 standards, accepted or in preparation, generated by groups with which she is associated.

- Careful preparation, in final ANSI format, of 11 standards, including several revisions and reaffirmations, which, over the years have been submitted to ANSI for action.

- Participation in international standards as an official United States delegate to Technical Committee 85 of the International Organization for Standardization.

- Contribution to the preparation of ISO Recommendation R 1709-1970 "Principles of Criticality Safety in Handling and Processing Fissile Material," although at that time she was not officially a member of the writing group.

In addition to her direct contributions to standards, she added extensively to the program in other ways:

- Nearly 25 years of activity in experimental nuclear physics (which was preceded by several years in non-nuclear aspects of the program) which produced many data of direct applicability to standards.

- Management of a program for collecting and publishing nuclear data, the Oak Ridge Criticality Data Center, which brought into the literature information forming the technical basis of several standards



Elizabeth B. Johnson

of nuclear criticality safety including the translation and issuance of reports of outstanding foreign research which would otherwise have not been readily available to the domestic nuclear community.

- Service to the American Nuclear Society as a member of the initial Executive Committee of the Nuclear Criticality Safety Division.

In addition to membership in the ANS, Mrs. Johnson is a member of the American Institute of Physics, the American Association of Physics Teachers, the Southeastern Section of the American Physical Society, and last year was named an active member in the New York Academy of Scientists.

WANTED



ORGDP

CAR POOL members from Norwood-Inskip area, to Portal 2 or 4, straight day. Ed Bordes, plant phone 3-3278.

LABORATORY

RIDE from 9604 Briarwood Drive, Belmont West, Knoxville, to either portal, either shift. Peter Patriarca, plant phone 3-1925; home phone, Knoxville 693-5386.

JOIN CAR POOL from Newhaven Road area, Oak Ridge, to either portal, 8 a.m. shift. J.R. Gibson, plant phone 3-1131; home phone 483-0354.

NUCLEAR DIVISION SAFETY SCOREBOARD

Time worked without a lost-time accident through February 27:

Paducah	205 Days	1,530,000 Man-Hours
Laboratory	83 Days	1,275,000 Man-Hours
ORGDP	51 Days	952,000 Man-Hours
Y-12 Plant	87 Days	2,542,000 Man-Hours



Akers

Mrs. Archer

Several Y-12 veterans retired February 28, ending long careers with Union Carbide.

Wofford M. Akers, electrical and electronics department, closed out more than 30 years company service. He lives at 140 Nevada Circle, Oak Ridge.

Florence S. Archer, chemical services, marked her 31st anniversary with the company February 10. She lives at 205 Kensi Drive, Knoxville.

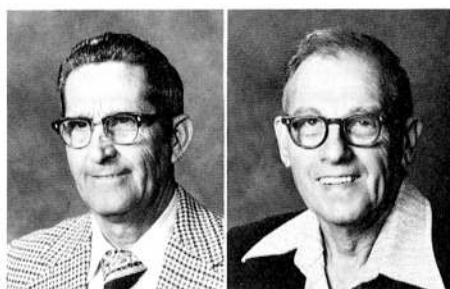


Cobb

Eller

John Cobb Sr., machine maintenance, observed 30 years in November, and chose early retirement. He lives at 3020 McCalla Avenue, Knoxville.

Julius L. Eller, research services, joined Union Carbide in 1953. He retires to his 105 Parsons Road, Oak Ridge, home.



Pitzer

Tobe

Frank H. Pitzer, also in machine maintenance, took an early retirement. He joined Union Carbide in 1950, and lives at 155 Georgia Avenue, Oak Ridge.

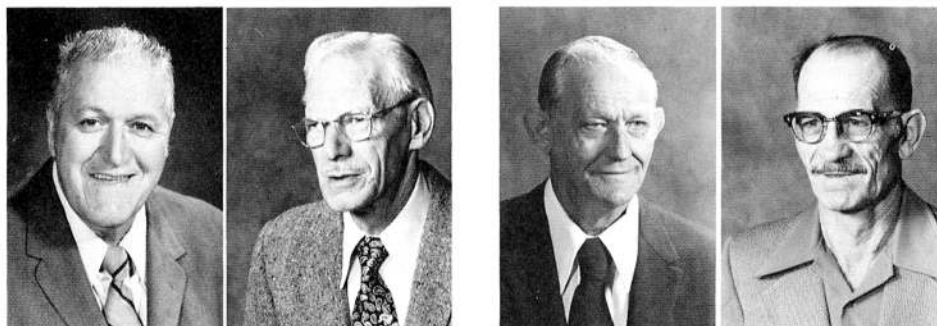
Harry A. Tobe, beta 2 chemistry, lives at 7704 Bennington Drive, Knoxville. He came to Y-12 in 1951.

Bessie M. Phillips, chemical services, elected an early retirement, closing out more than 32 years of company service. She lives at Route 1, Lenoir City.

ROANE STATE REGISTERS

Roane State Community College will hold registration March 11, and is offering credit courses in the Y-12 Plant in management supervision III, management seminar, engineering graphics II, mechanics (statics) I, technical math II, and a survey of physical science. All classes meet in Building 9709.

Registrants should report to the Fire Station No. 3 on Illinois Avenue, March 11, from 4:30 to 6:30 p.m.



Hill

Horton

Johnston

Kinamon

Eugene H. Hill, A wing shop, lives at 209 Winchester Street, Rockwood. Electing an early retirement, he has more than 21 years company service.

Homer L. Horton, chemical services, also elected an early retirement. With more than 25 years company service, he lives at 231 East Drive, Oak Ridge.

Arthur I. Johnston, area 5 maintenance, lives at 120 Illinois Avenue, Oak Ridge. He joined Union Carbide in 1953.

Murray L. Kinamon, machine maintenance, elected an early retirement. He lives at Route 27, Knoxville, and retired with 21 years of company service.



PADUCAH 30 YEARS

John E. Stephens Jr., production engineering.

ORGDP 30 YEARS

James M. Perry, fabrication shop department; Ernest Powell, barrier TIA barrier manufacturing; Frank J. Parris, fabrication shop department; Clyde A. Rider, building maintenance department; Joe Dykstra Jr., chemical operations administration; Nelson Weasner, SS material handling - U-235 separation; Paul W. Holden, mechanical services department; James F. Hetzel, U-235 separation department; Henry F.

Lawson, building maintenance department; William T. Northcutt, cascade coordinators; John S. Hutson Jr., fabrication shop department; and W. Daye Phillippi, Engineering Division.

Y-12 PLANT 30 YEARS

Margie M. Giles, chemical services.

25 YEARS

Loyd I. Orr.

20 YEARS

Ned O. Patty Jr., Bob G. Worthington and Clayton K. Monday.

GENERAL STAFF 30 YEARS

Charles C. Hayes, Purchasing Division.



Best

Green

Five employees retired from Holifield National Laboratory on March 1.

Wallace H. Best was a guard in the Laboratory Protection Division. He had over 27 years of company service. Best and his wife, Mary, reside at 3004 Sanders Lane, Knoxville.

Burlon G. Green had worked at the Laboratory since July, 1947. He was a steam power operator in the Operations Division. He lives with his wife, Edith, at 103 Decatur Road, Oak Ridge. They have three children.



Griffith

Ledbetter

Will Griffith was an automotive mechanic in the Plant and Equipment Division. He retired with over 31 years of company service. Griffith resides at 100 Independence Lane, Oak Ridge. He has three daughters.

James C. Ledbetter came to work at the Laboratory in 1947. He was a health physics supervisor in the Health Physics Division. Ledbetter and his wife, Ina, live at 105 Peach Road, Oak Ridge. They have two children.



Weaver

Boyd S. Weaver celebrated 30 years of company service in November, 1974. He was a research staff member of the Chemical Technology Division, and will remain at the Laboratory on a part-time basis as an adjunct research participant. Weaver and his wife, Caroline, have three children. They reside at 303 W. Fernhill Road, Oak Ridge.

Special Education

More than 53 million Americans now alive will develop cancer, reports the American Cancer Society. If their disease is diagnosed and treated early, the chances of cure will be good. Your contribution to the American Cancer Society supports not only research, but public education about safe-guards such as early detection.



ACCEPTS AWARD FOR EMPLOYEES — Paul R. Vanstrum, Vice President for Engineering and Development for the Nuclear Division, left, accepts a "Certificate of Appreciation" from Charles E. Hudson, Scout Executive for the Great Smoky Mountain Council, Boy Scouts of America. The award was presented to Union Carbide in recognition of the employee support of scouting over the years. Many Division employees serve as leaders in the Boy Scout program.



Robert E. Minturn



James A. Lane

Laboratory central management offices announce appointments

Two appointments in the Central Management Offices at Holifield National Laboratory have been announced. James A. Lane has been appointed technical advisor to Murray W. Rosenthal, Associate Director for Advanced Energy Systems; and Robert E. Minturn is technical assistant to Alex Zucker, Associate Director for Physical Sciences.

Lane, a native of Worcester, Mass., received his master's degree in chemical engineering from Worcester Polytechnic Institute. He came to Oak Ridge with DuPont in 1943 to work in the Pile Engineering Division of the Laboratory. During the latter part of the war, Lane served on the Alsos Mission which traveled across Europe.

Was evaluation chief

He spent three years at the DuPont Experimental Station prior to returning to HNL in 1948. In 1952 he served as chief of the evaluation staff of the AEC's Reactor Development Division in Washington, D.C.

Lane has served in various positions at the Laboratory, including director of the Reactor Experimental Engineering Division, director of Planning and Evaluation, director of the Thorium Utilization Program and director of the ORNL Middle East Study Project. In 1965 he went to the Philippines as project manager for a United Nations development program study of the feasibility of nuclear power in Luzon. From 1970 to 1971, Lane was a member of the Oak Ridge AECOP group. He most recently spent two and a half years in Vienna, where he served as a special consultant to the IAEA on a survey of the market for nuclear power in developing countries.

Professional membership

Lane has lectured extensively on reactor engineering and technology, and has numerous publications to his credit. He is a member of Sigma Xi, Tau Beta Pi and the American Association for the Advancement of Science. He is a fellow of the American Nuclear Society.

Lane and his wife, Helen, reside at 113 W. Vanderbilt Drive, Oak Ridge. They have four children.

Robert Minturn is originally from Sturgis, S.D. He received his B.S. degree in chemistry from Oregon State University and his Ph.D. in physical chemistry from Iowa State University.

Was in Chemistry Division

Minturn came to Oak Ridge in 1955 as a nuclear research officer in the U.S. Air Force's Nuclear Propelled Aircraft Program. In 1957, he joined the molecular beams group of the HNL Chemistry Division to study collision dynamics and chemical reaction mechanisms. In 1970, Minturn transferred to the Division's Water Research Program, where he engaged in research in desalination and advanced pollution control techniques.

Minturn has authored and coauthored publications in the fields of collision dynamics, water research and surface chemistry. He is a member of the American Chemical Society, the American Association for the Advancement of Science and Sigma Xi.

He and his wife, the former Virginia Tuggle of Gallatin, Mo., have four children. They reside at 115 Lewis Lane, Oak Ridge.

Next Issue

The next issue will be dated March 20. The deadline is March 12.

Y-12 DEVELOPMENT ENGINEER

Chester L. Estes, a former Y-12 development engineer, died February 13 in Floral City, Fla. He retired in 1971, after more than 26 years of welding and metallurgy research in the Y-12 Plant. He is survived by his wife, Eula Johnson Estes, a son Gordon L. Estes, a sister; and three grandchildren. Funeral services were held at the First United Methodist Church, Oak Ridge, with burial in Oak Ridge Memorial Park.

Calendar of EVENTS

TECHNICAL

March 7

Sigma Xi Lecture: "A Year in Washington on Energy Research and Development," Alvin M. Weinberg. New Museum of Atomic Energy Auditorium, Oak Ridge, 8 p.m.

March 10

Computer Sciences Division Seminar: "Data Base Preparation," F. D. Hammerling. East Auditorium, Building 4500N, 10 a.m.

March 12

Biology Division Seminar: "Flow System Cell Analysis at Los Alamos: Recent Developments," Gary Salzman, LASL. Large Conference Room, Building 9207, 3:30 p.m.

March 13

Gas-Cooled Reactor Programs Information Meeting: "Overview of HTGR Development," P.R. Kasten; "Status of Coating Development with the 12-cm Prototype Remote Coater," W.J. Lackey; "Resin Carbonization

and Conversion Development in a 5-inch-diam. Furnace," D.R. Johnson; "Performance of Candidate Fissile Particles at High Burnup in Experiments HRB-7 and HRB-8," E.L. Long Jr. East Auditorium, Building 4500N, 9 a.m.

March 17

Computer Sciences Division Seminar: "Publication Preparation," F.D. Hammerling. East Auditorium, Building 4500N, 10 a.m.

March 20

Laboratory Operations and Management Seminar: "The Funding Process," W.R. Ragland. Central Auditorium, Building 4500N, 3 p.m.

COMMUNITY

March 7

Oak Ridge Playhouse presents: "Morning's at Seven." Playhouse, 8:20 p.m. Admission: adults \$3; students \$1.50 (Fridays only). Other performances, March 8, 14 and 15.

Job opportunity system reviewed after six months

A job opportunity system for weekly salaried employees at each installation in the Nuclear Division was initiated July 1, 1974. Weekly salaried jobs offering promotional opportunities are covered by the system.

While promotion from within has been a Division policy over the years, the system was designed to improve performance in this area.

The system, which had been under study for the past few years, also is responsive to comments made in the attitude survey.

Listed on boards

Job openings which offer promotional opportunities at a facility are listed for five working days on appropriate bulletin boards at that facility. Additional information about a listed opportunity can be obtained from supervisors and from the employment department. Supervisors provide assistance and encouragement to employees seeking promotional opportunities.

If an employee decides to apply for a listed job, he must complete an internal application which can be obtained from the supervisor or from the employment office.

First consideration in filling listed openings is given to employees for whom the opening represents a promotion opportunity. Naturally, qualifications are the major factor in the selection process. Qualifications include job knowledge, experience, quality and quantity of work, interest, work habits, attendance and demonstrated skill.

Exceptions

There are times when it is necessary to make exceptions to filling jobs through the system. For example, in-line promotions will not be listed when the incumbent has demonstrated the ability to perform

the higher classification in a job series and no replacement is required. During staff reductions, consolidations or reorganizations, assignments to suitable vacancies for those employees involved might be accomplished without listing the opening.

The job opportunity system was reviewed at the completion of its first six months of operation. As a result, several changes were instituted to strengthen and improve it. The system was broadened by permitting lateral and downbidding into a different job family (for example, clerical into technical). Unsuccessful bidders lacking basic qualifications will be counseled on what they can do to qualify for subsequent openings. The lowest job in a series that can be practically utilized will be posted. All these moves should increase the chances of success for employees seeking better job opportunities.

The effort continues to keep the system as simple and informal as possible, so that the objectives may be accomplished with a minimum of red tape.

RIDES — RIDES — RIDES — RIDES

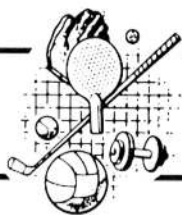
Y-12 PLANT

RIDE or will form car pool from Fountain City area to Y-12 Plant's East Portal, straight day. Georgia Bower, plant phone 3-5306, home phone Knoxville 687-8014.

CAR POOL member from East Village area, Oak Ridge, to West Portal, straight day. J.C. Rogers, plant phone 3-5445, home phone Oak Ridge 482-2891.

JOIN, or FORM car pool from Lovell Heights, West Knoxville area, to North Portal, 8 a.m. shift. Steve Landis, plant phone 3-5413, home phone Knoxville 693-2923.

RECREATIONOTES



WHAT'S SO WRONG ABOUT SUMMER? — Typical of the many leisure hours spent at the Clark Center Recreation Park is the above unidentified family. Recreation says the Park will open its gates for flower-walks and other springtime activities early next month. Meanwhile, if the dogwood bursts out soon, photographers will be hastened there to record their glory.

BASKETBALL LEAGUE

The men are slowly getting separated from the you-know-who's in both basketball leagues, as the Rodent House Gang and the Has Beens still sport spotless records.

Mid-February standings:

NUCLEAR LEAGUE

Team	W	L
Rodent House Gang	6	0
Retreads	6	1
APHD's	5	1
SDOCFU	4	3
Al's Pals	3	3
Shifters	3	3
Just-For-Fun	3	3
The Gunners	3	4
TAT	3	4
Isomets	2	5
Friends	1	6
Tired Old Men	1	7

ATOMIC LEAGUE

Has Beens	7	0
Testers	8	2
G. B. U.'s	5	2
Allstar Bombers	5	2
Raiders	4	4
The Long Shots	3	3
Soul Children	3	5
Lab Protection	3	6
Blackmen	2	5
The 970	2	6

ST. PATRICK DAY DANCE

The Chemical Technology Division at the Laboratory is planning its 25th annual St. Patrick's Day dance, set at the St. George Orthodox Greek Church, in Knoxville, March 14.

The social hour begins at 8 p.m., with dancing to the music of The Lin Acres Band from 9 p.m. to 1 a.m. Dance tickets are available in the section of the Division at an advance price of \$5 each (they will be higher at the door).

LAB BOWLING

The Knuckleheads hold the top spot as the C League faced a late February roll-off. Meanwhile Ray Walker strikes again . . . rolling a single game of 254, and a 605 series!

The Mousechasers hold a scant one point lead in the Laboratory's Ladies League, a mere point ahead of the Pickups and Bowling Aces. Elizabeth Phipps rolled a 211 scratch game recently; Mary Long a 252 handicap single!

The A League puts the Ten Pins early leaders in the season's second half . . . three out in front of the MisFits and Gutterfinks "A" team. The 'Finks A team's Anthony rolled a 672 handicap series in mid-February.

Sewell Brown and Edith Duckworth paced rollers in the Carbide Family Mixed League recently, as the Oops team finds familiar territory by finding its way back to the top again.

Y-12 BOWLING

The Rounders have a firm hold on standings in the C League, six in front of the Mini-Strikes and Badgers. Harold Zang's 688 handicap series looks good from this angle.

The Friskies hang onto the top of the Mixed League from Y-12 February 26's rollings. C.R. Lively, Rollers, put a 234 scratch game on the boards recently.

The Rebels are one-point leads in the Classic League, as the Has Beens and Smelters move up within grasp of the top run. Bill Ladd's series of 699 scratch and 765 handicap are still high, naturally! Harold Zang recently rolled a 268 single scratch game.

VOLLEYBALL LEAGUE

The Electric Bananas is still the only undefeated team in the three-league volleyball race, as the lead changes in the Carbon League.

Mid-February standings:

NUCLEAR LEAGUE

Team	W	L
Electric Bananas	12	0
Jokers	16	2
Rad-Fizz	13	5
Pogo's	7	5
Anti-Quarks	6	12
Bawlers	3	9
Maxwell Demons	3	9
O.V.E.S.D.	0	18

CARBON LEAGUE

Computes	16	2
Artie's Army	9	3
The Group	10	5
Soulistics	7	5
M & C's	6	9
TAT	3	6
Bombers	5	13
Adam Smashers	1	14

ATOMIC LEAGUE

Diggers	20	1
Taxi Squad	16	5
Quarks	5	7
The Pubs	9	12
Rejects	2	13
Old Men	2	16

ORGDP BOWLING

The Mix-Ups are still atop standings in the Wednesday League, four in front of the Planners. The Mix-Ups recently put a 3057 on the books, as high for team handicap series.

The Uptowners keep the upper hand in the ORGDP Women's League, as Bobbie Hill paced her team recently with a 494, 614 series.

In the Tuesday League, the All Stars still dominate play, as the league goes into its final lap. J.J. Patrick took singles honors recently, rolling a 212, 240 game. W.S. Rule rolled a 635 handicap series.

COMPANY Service

20 25 30

LABORATORY

30 YEARS

Obil H. Park, and John E. Eve, Plant and Equipment; and Hemma E. Comolander, Neutron Physics.

25 YEARS

G. Yvonne Lovely, Leutz D. McDonald Sr., Regina M. Anderson, James F. Thompson, Robert H. Chapman, Horace T. Murrin Jr., Arthur P. Fraas, Dewey S. Easton, Lyman A. Robinson, Herman O. Weeren and Emmett W. Williams.

20 YEARS

Herman H. Marshall, Jack C. Love, James H. Freels, R.L. Stansbury Jr. and Jane J. Massengill.

RELIGIOUS ART SHOW

The Grace Lutheran Church is again planning a religious art show, set May 16-30 in the Oak Ridge Community Art Center. Original work may be submitted in seven classifications, adult and student divisions.

Each artist may submit four entries, not more than two in any one classification. The entry must be an original creative work of religious expression, not necessarily restricted to traditional religious subjects. The work should express a religious attitude or interpret a matter of social significance.

Inquiries may be directed to the church, or to Mrs. Nancy Braski, Oak Ridge, telephone 482-2718.

CLIP AND SAVE

CARBIDE GOLF

Five big golf tournament sites have been chosen for Carbide duffers in the Ridge area, according to Recreation. Scratch and handicap scores will be rewarded with golf balls in the in-plant competition.

Sites and dates are as follows:

APRIL 26

Y-12	Southwest Point
Laboratory	Whittle Springs
ORGDP	Dead Horse Lake

MAY 31

Y-12	Whittle Springs
Laboratory	Dead Horse Lake
ORGDP	Southwest Point

JUNE 28

Y-12	Dead Horse Lake
Laboratory	Quail Creek Country Club
ORGDP	Wallace Hills

JULY 26

Y-12	Quail Creek Country Club
Laboratory	Wallace Hills
ORGDP	Whittle Springs

AUGUST 23

Y-12	Wallace Hills
Laboratory	Southwest Point
ORGDP	Quail Creek Country Club

Understanding --- treating burns

(Editor's Note: Dr. Lincoln alternates his regular column with "The Medicine Chest," where he answers questions from employees concerning their health in general. Questions are handled in strict confidence, as they are handled in our Question Box. Just address your question to "Medicine Chest," NUCLEAR DIVISION NEWS, Building 9704-2, Stop 20, or call the news editor in your plant, and give him your question on the telephone.)

By T. A. Lincoln, M.D.

When the subject of fatal burns is raised, most people probably first think of large fires in public buildings or disastrous motor vehicle accidents. The tragic truth is that most serious or fatal burns occur in the home and are not associated with extensive destruction of property. A better appreciation of who most frequently gets burned and under what circumstances should normally be expected to lead to better prevention. Unfortunately, those who cause fires are often irresponsible people and little can be expected of them. Their relatives and associates, however, need to be aware to protect themselves.

In a recent editorial in the *Journal of the American Medical Association*, Dr. Francis Moore of Boston reminded physicians that in spite of many improvements in burn treatment in the past 25 years, there has been little improvement in survival. He cites the grim six "50's" of burns. A 50-year-old person who has a 50 percent burn has only a 50 percent chance of surviving and if he does, it will cost at least \$50,000 and will involve at least 50 professional people and 150 days or longer in a burn center hospital.

Over the past 150 years, hundreds of articles have been written about burned children. Until recent years they amounted to little more than an agonizing "wringing of hands." In 1840, a Dr. DeQuincey in Edinburgh bitterly complained, "about ten (children) every day pass to heaven through flames in this very island of Great Britain and their deaths are chiefly through the carelessness of parents." The pathetic story of the struggle to survive of a severely burned child has always been a popular subject for human interest stories in newspapers. Yet children are not the most important problem. It also isn't just the old and sick who are the principal victims, though they are much more vulnerable. In several studies, the average age of severely burned adults who had no obvious reason to be predisposed was about 40.

Under the influence

Dr. Moore and Dr. John MacArthur, of the Harvard Medical School, studied 155 consecutively hospitalized seriously burned adults at the Peter Bent Brigham Hospital in Boston. They reported in the January 20 *Journal of the American Medical Association* that about half of their victims showed a predisposition to

burning because of drugs, alcohol, and chronic mental illness. Almost 40 percent of those predisposed were under the immediate or long-term influence of alcohol and all but one occurred at home. In only 17 percent of those not predisposed did the initial site of ignition occur in the hair or clothing, while it was 40 percent in the predisposed group. A burning bed mattress, bedclothes, or an overstuffed chair was the site of ignition in 21 percent of the predisposed while it was never the location in the "normals."

Although it is clear that senility, mental illness and chronic physical illnesses make a person more vulnerable either to accidentally starting a fire or being unable to escape from a fire already started, the most common cause of serious burns is a combination of alcohol and cigarette smoking.

Smoking in bed

The "typical" case is a man or woman who has been drinking and watching TV. He or she, (and Drs. MacArthur and Moore found women to be more common) fall asleep while smoking a cigarette. Being intoxicated, they do not respond quickly when they are awakened by the fire in the overstuffed chair or their clothing. By the time the fire is put out by themselves or relatives, they are seriously and often fatally, burned. Many deaths associated with smoking in bed are caused by smoke inhalation rather than extensively burned flesh.

The Harvard group calls attention to the "charcoal barbecue and martini syndrome." The harried host for the patio party has been drinking martinis and neglecting getting the food ready. To get the charcoal fire going faster, the host tosses alcohol, kerosene, or gasoline on smoldering charcoal and the resulting flash sets clothes and hair afire. The Harvard doctors dryly commented that all too often the next meal they got was provided intravenously in an intensive care bed in the hospital.

Prevention best

Burn prevention requires the widespread use of flame retardant clothing, upholstery, and curtain material. Open flames should not be used for cooking, if there is a feeble, neurologically crippled or psychiatrically disordered person living in the home. There seems to be little prospect of controlling smoking and alcoholism. If industry safeguards were applied in the homes of smokers and drinkers, a minimum protection would be a heat or smoke detection device in the bedroom and over the



REVIEW COURSES — Three Oak Ridge Gaseous Diffusion Plant employees look over the courses now offered under a new program in the Educational Assistance plan. From left, W. Eugene Miller, civil engineering; Cathy O. Fox, laundry department; and Esther B. Wright, EAP representative of the personnel development and training department, review the curriculum of the ICS study units.

Self-study program begins at ORGDP in ICS courses

Have you always wanted to improve your job proficiency but dreaded the thoughts of night school and the classroom - instructor type situation?

or

Maybe through the course of your employment at the Oak Ridge Gaseous Diffusion Plant, you've been denied an advancement because you did not have the right type of training.

or

Maybe you are only interested in taking a few selected training courses rather than an extensive college curriculum.

If any of the above are applicable to your situation, then the self-study program could possibly brighten your career.

The personnel development and training department at ORGDP recently completed arrangements with the Industrial Training Division of International Correspondence Schools (ICS) to make their self-study units available to any ORGDP employee desiring to improve his or her knowledge and skills in hundreds of company-related areas.

overstuffed chair in front of the TV set. It could sound an alarm or activate a sprinkler which would douse the burning furniture and alcoholic before both were totally destroyed.

Awareness of the danger and a miniscule amount of common sense is essential. Drs. MacArthur and Moore cite the case of an expert automobile mechanic who used gasoline to clean a cylinder. He looked down into it while smoking a cigarette. The explosion caused critical burns over the face, head, and neck. The only words spoken during his first 24 hours in the hospital were, "How could I be so stupid?"

Under this program, an employee can design a training program patterned to his own needs within the Educational Assistance Program guidelines. For those wishing a refresher course in a particular area, a short review program is available. If an employee has a larger goal in mind, such as industrial engineering, it, too, is available through the plan. As a matter of fact, with over 1,800 texts and 255 standard courses to select from, an ICS program can be developed for almost any educational need from accounting to the Zeolite process for softening water.

Interested employees should contact the personnel development and training department at extensions 3-3293, or 3-3294, Building K-1551. The ICS Industrial Directory details all courses and individual study units. A brief synopsis of every text is contained in the directory, enabling the prospective student to know exactly the studies he desires. After a program has been designed, the study units are ordered, and the employee may make payment through installment payroll deductions. A minimum of three units at \$12 each must be ordered.

After the course is successfully finished, EAP will reimburse the student for one-half of the cost incurred for the studies. Certificates are available for a small fee after the course has been completed.

The objective for establishing the plan was to make ORGDP's Educational Assistance Program available to more employees and more specifically to those who want only short courses in specific skilled areas. This allows an employee to study at his own speed and in the convenience of his own home, without having to meet schedules established by someone else.



CAMP FIRE GIRLS GET IN ON ACTION — The Oak Ridge Camp Fire Girls sponsored "tree planting parties" in several areas throughout the City recently. The workers, consisting of CFG's, Boy Scouts, church youth groups and parents, are shown here on the ERDA-Oak Ridge reservation off the Oak Ridge Turnpike, where they planted about 4,000 seedlings.

Forest management program

(Continued from page 2)

of other wildlife species, such as plants and small animals.

In addition to the three facilities (HNL, the Y-12 Plant and the Oak Ridge Gaseous Diffusion Plant) which are operated for ERDA by the Nuclear Division, the Comparative Animal Research Laboratory, operated by The University of Tennessee, is also located on the reservation.

Vacation costs

(Continued from page 1)

vice, it follows that the cost of the vacation benefit will not be the same for every employee.

About 2% per week

You can figure your own vacation benefit cost and the percentage of your annual pay it represents with a bit of simple arithmetic. A year consists of 52 workweeks. For each week of vacation an employee gets, he receives approximately 1/52nd of his annual pay. This amounts to approximately 2%, so in round numbers you can multiply the number of weeks' vacation you receive by 2% to determine the percentage of your pay (or cents per dollar) that the vacation benefit costs. For example, two weeks would be 4%; three weeks, 6%; four weeks, 8%; five weeks, 10%; six weeks, 12%.

The average Nuclear Division employee has approximately 15 years of company service and receives approximately 4 weeks' vacation.

Since the calculation above was a rough one and the estimate of average vacation per Nuclear Division employee is not exact, the cost in 1974 was not exactly 8%, which would be derived by multiplying four weeks times 2%. The actual cost of the vacation benefit for 1974 was 7.4% (or 7.4 cents per payroll dollar).

BENEFITS COST BOX SCORE

Vacations 7.4%



PLANTING MANUALLY — Howard F. Raby uses a planting bar to pack soil around a seedling which he has planted by hand. Manual planting is still done in areas where conditions make it difficult or impossible to plant by machine.

DIVISION DEATH

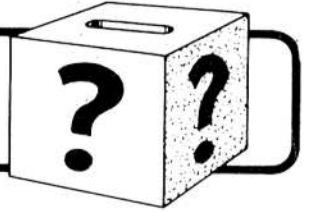
Harvey T. Houser Jr., a maintenance mechanic at the Oak Ridge Gaseous Diffusion Plant, died at his family farm February 19.



A native of Roane County, Mr. Houser had been with Union Carbide more than 20 years working at the Laboratory before transferring to ORGDP. Survivors include his wife, Biley B. Houser, Route 2, Kingston; four children, Beta, Carson, David and Phil; his father, Harvey T. Houser Sr.; a sister, Mrs. Ivan Dempsey; and two brothers, Rudy and Charles.

Funeral services were held at the Cedar Grove Baptist Church with the Rev. Raye Maddox officiating.

QUESTION BOX



(Continued from page 1)

QUESTION: It has been repeatedly stated in the **Nuclear Division News** that every employee has the right to know what code he is working on, be he hourly, weekly, or monthly salaried. I have, on many occasions, asked my supervisor what code I'm on and the answer is always the same. How can I find out this information?

ANSWER: We presume when you say the answer is always the same that you mean information is not being furnished to you. If your supervisor refuses to tell you your job rating and its pay range, you can do one of the following: 1) ask his supervisor; 2) ask your facility salary administrator; 3) ask your facility employee relations superintendent; or 4) call the **Nuclear Division News** (3-7100), identify yourself, and arrangements will be made to correct the situation.

QUESTION: Why are the rest rooms in K-25 in such a deplorable condition? I have been in several buildings in the Y-12 area and the rest rooms in the work areas are cleaner and kept neater than those in the administration areas of K-25. I think an unhealthy condition exists. Even the spiders have moved out and left their webs to seek cleaner surroundings.

ANSWER: ORGDP management states that the restrooms in the administrative areas and elsewhere are not in the condition it would like. The rapid expansion of manpower requirements, delays in obtaining security clearances, and job bidding from the janitor classification have all created temporary shortages in

janitorial services. They express hope that this problem will be solved in the near future.

QUESTION: I have read in one of the booklets given to employees called "Union Carbide and You," or some other title, that it is against Company policy to use profane and abusive language while at the Plants. Why isn't this policy enforced? I recently called my wife at one of the Plants and during our conversation, I overheard some of the worst language imaginable. When I asked my wife who the language was coming from, she said that her boss and one of his cronies were standing in her office talking. I was very angry, but my wife begged me not to take any action for fear that she would lose her job. She said that this sort of thing happens all the time, that not only she, but other women have to put up with it also.

I personally do not appreciate my wife having to be subjected to such language. Since it is a "stated company policy", why not enforce it, or at least call it to some of the supervisors' attention.

ANSWER: Abusive or threatening language or indecent remarks are prohibited and could lead to disciplinary action, including termination. If your wife's supervisor is using such language and it is offensive to her, she should tell him so. If he persists, she should report it to his supervisor. Doing this will not cause her to lose her job. If the offensive language persists, the supervisor should be the one to be worried.



UNION CARBIDE CORPORATION

NUCLEAR DIVISION
P. O. BOX Y, OAK RIDGE, TENNESSEE 37830

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